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Parade fun

Snow added to the magic of the Wilberforce Santa Clause Parade. See photos on page 3.

Switching on holiday spirit

Read about Gail Stelter's memories of being *the* house to see on page 2.

Return of the Trumpeters

Learn about Haliburton County's new feathered residents on page 12.

Jerelyn Craden leads the Highlands Swing Band in song during the Highlands Wind Symphony and Highlands Swing Band 2022 Christmas Concert held at Lakeside Baptist Church on Sunday, Dec. 11. The concert was the first in three years and raised over $2,000. All proceeds raised at the concert will be donated to Haliburton County food banks. See more photos on page 4. /Submitted by Brad Brown

Writing on the Senior Side

Flip the switch

GAIL STELTER
Special to *County Life*

"Someone is at the door."

"I'll get it." As I open the door, I see a little one, probably about 4 years old.

"Hello, there."

"Hi, will you please turn on your Christmas lights?"

"Of course, Merry Christmas." I look out into our driveway where a car is parked, and the little girl's parents are waving and smiling. This is really turning out to be a delight.

We had always put up Christmas lights, very nice displays at that, but this year was definitely different. It started when we talked about one of our family favourite Christmas movies and my son, Jimmy, who was about 12 years old at the time, said, "Come on Dad, let's do it!"

They were not quite the *Christmas Vacation* lights. They were multi-coloured strings of lights, and there had to be at least a thousand; covering the roof, around every window of our two story house, around the double garage doors and on the trees. I suspect we have a little Clark Griswold in our DNA.

Was I a little worried to have them up on the roof? Yes, I tend to be a worrier when it comes to family. This might explain gray hair in my 40s. So I stayed in the house and didn't watch. Looking back, I now know amazing feats are easily accomplished when you are still young. No need to have worried. Putting up all the lights took some time. Can you picture them up on that roof, and Peter using a stapler every three or four lights to keep the strings in place? No sliding off the roof for these lights!

When they were done, we gathered the "original six," (that is what we have come to call ourselves). We went out to the curb for the official Griswold, now Stelter, drum roll and lighting ceremony. It was beautiful, like a Christmas gingerbread house! No Santa and his reindeer on the lawn and no old RV parked at the curb. Just a delight of lights.

"Som eone is at the door."

"I'll get it."

"Hello, I just got home from Calgary. Could you please turn your lights on?"

"Oh, I thought they were on."

"Some of them are…"

"Oh, no worries, I will turn them all on now."

I go to the cellar door. The kids are watching TV, downstairs, and I yell, "Flip the switch!" They know exactly what I mean. You see there was a little glitch. With all the lights on, you couldn't add one more electrical appliance or half of the lights would go off. Sometimes we forgot that! "Flip the switch" became a new Christmas saying.

The Stelter house was alive with joy and laughter with much ado about the lights. One of the best laughs was when our son, Peter, came home from his day at high school. "Wait until you hear this one." He said that he was walking down the hallway in the school when a group of guys stopped him.

He didn't really know them. "Hey, Stelter, we went to your house last night. Great lights. Great place to smoke up!" A Christmas memory we won't forget. Not one we will cherish, but any memory that brings a smile is a joy. Who would have thought that our house with our Christmas lights was a place for the pot smoking teens?

I did a reading at the Christmas Eve family mass. After mass, Father Earl and I wished each other Merry Christmas, and he told me that he was going out for a drive. He said, "Have you seen the lights on the house on Gowland Crescent?"

"Oh yes," I laughed, "I live there!"

Christmas Eve was special when, after our tradition of festive foods and chocolate sundaes, we sat in the living room with only our Christmas tree lights on inside and the gingerbread lights outside. We lived at the top of the crescent, and we had quite the time watching the steady stream of cars go by; sometimes stopping to get out and sometimes honking. So very merry!

You must remember that this was before Christmas lights went a little crazy, and we were the only house in town decorated in this way. Throughout that holiday season and for some to come, there were rings of the doorbell and greetings of "Merry Christmas" and "thank you."

We did these lights for several years. We were soon outdone by lights and lawn ornaments and Santas on the roof and more and more decorations at other homes around town, and we were fine with that. We had no interest in any such competition. Our gingerbread house was ours alone, and we loved it.

As seniors, we still love Christmas lights, even though we are clearly no longer the Griswolds. Even when we lived on a dead end cottage road with few full-time residents to even see the lights, we put up some lights: lights for our own enjoyment and to share when family arrived. We decided on a few lights on the trees that mark the steps and on lighted reindeer; one for each grandchild. With nine grandchildren in 14 years, the reindeer field grew quickly. You will notice, there is no mention of anything on the roof. These seniors do not do high metal roofs in the Highlands. You will also notice that I keep saying "we" put up lights, but everyone really who knows me, knows I didn't do a thing.

After 22 years cottaging and living on the lake, it was somewhat difficult to leave and move closer to town, but there were many pluses, and we are still letting our lights shine. A bonus, in addition to my arthritis not missing the 15 steps to the front door, was our renewed enthusiasm for our Christmas lights. People will see them. We can share our lights!

Life surely changes in these senior years (if we want it to or not) so we embrace the things we like, and we grab the moments. The perfect row of 10 Colorado Blue Spruce trees that he planted across the front on our property and the other pines planted and scattered in our front garden are there because we love trees and wanted a little more privacy; not the living-on-the-lake privacy but a little less of living-on-the-highway. They are perfect for Christmas lights. Perfect for our three part harmony of lights: bright white on the spruce trees, softer white almost golden on the reindeer ring near the deck, and, old fashioned traditional red, green and blue lights on the little pines in the front garden.

I suppose the day, the senior day, will come when putting up Christmas lights is no longer viable. What will be will be and this will be fine. Even a candle in the window will be enough. In the meantime, from flip the switch to three part harmony, we light up our lives and the Christmas season. I hope you all will flip your inner switch and let your light shine now and throughout all your senior days. Merry Christmas!

CountyLife

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Pharmasave *
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Todd's Independent *

All inserts are to selected distribution areas.

For information on how your flyer can be inserted each week in County Life please contact Melissa Armstrong at **613-332-2002** or **melissa@haliburtonpress.com**

Snowy Santa parade

The Wilberforce Curling Club handed out candy during the Wilberforce Santa Claus Parade on Sunday, Dec. 11. The parade started at Wilberforce Elementary School and ended at the Lloyd Watson Centre with pictures with Santa. /TIM YANO Special to *County Life*

Santa waves from his float on a snowy Sunday afternoon at the Wilberforce Santa Claus Parade.

A child smiles at the crowd during a snowy Wilberforce Santa Claus Parade.

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DOWNTOWN HALIBURTON

Bands brighten the Highlands

The trombone and baritone section plays during the Highlands Wind Symphony and Highlands Swing Band annual Christmas Concert on Sunday, Dec. 11. /Photos submitted by Brad Brown

The annual Highlands Wind Symphony Christmas Concert raised over $2,000 for the Haliburton County Food Banks thanks to generous attendees.

Lorie Reddering conducts during the Highlands Wind Symphony and Highlands Swing Band annual Christmas Concert.

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Preparation key for smoother transitions

Because people generally thrive on routine and look for patterns of predictability, adults and children alike often find transitions challenging. Whether the transition is big or small – leaving mom for the first time to attend daycare, moving from a preferred activity to a unpreferred activity, changing seasons, or switching a sleep or dietary routine – transitions can be particularly hard on children because their self-regulation is still in development. Unmanaged or surprise transitions can trigger big emotions in a child that may present in the form of tantrums, whining, or oppositional behaviour. Preparing for changes in routine is particularly important for kids who are neurodiverse, have ADHD, anxiety, or sensory processing disorders.

"Foundationally it's really important to create routine," said Marg Cox, executive director at Point in Time. "When the routine is going to change, how can you prepare them? One of the things you can do is remind them about what is coming up. The best thing we can do is give verbal cues – 'it looks like things will be changing up Monday, instead of school you'll be going to your grandparents house and this is what's going to happen there,' and so you can create a story about what that change is going to be."

Point in Time's Early Intervention staff suggest that caregivers try to support and validate kids' feelings that arise leading up to and during transitions and prepare them as much as possible beforehand. Some children may need to be guided through transitions step by step. Timers, charts, songs, lighting changes, visual aids and countdowns can all be useful tools in preparing a child through their everyday transitions. All children are unique and have different ways of learning, and some tools may work better for your child than others. Ensuring eye contact and having a hand on your child's back can help ensure they are focused on the conversation.

"One of the things you can do on an ongoing basis if you're a chart person, is to put a question mark up once in a while to help kids learn that everything isn't predictable and help them prepare for the fact that there are going to be changes in their lives," said Cox. "Change is hard, but the more we can prepare kids, and even adults, the better lots of us do."

Submitted by Point in Time staff

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Send your letters to the editor to vivian@haliburtonpress.com. Letters must be signed and include a phone number.

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CMCA AUDITED

Home for the holidays

KATE BUTLER
Special to *County Life*

IT'S THAT time of year when we hear that often repeated phrase that, "There's no place like home for the holidays." What does the word home mean to you? Home can be a place where your family has lived for generation upon generation, a place which grows on you gradually or a spot where you just simply recognize an instant connection. Haliburton County is a community filled with people who have felt that this was home for varying reasons. I know many in our community who began exploring the area as visitors, feeling a draw to return again and again, eventually finding their niche.

There's nothing to say, however, that one can't have more than one home. In the literal sense, this could be a cottage or second residence, but I believe that home is ultimately a question of the heart - a feeling which couples with one's surroundings. At the Haliburton Highlands Museum, I speak with many summer residents who tell me wonderful stories of their family cottages, some of which have been in the family for decades and which have provided a touchstone amongst other changes in their lives.

I often find myself thinking of the settlers who came to this area, leaving one home to shape a new

life in a new place. How long did it take for this place to feel like home? For some, the adjustment would have been eased by family who traveled with them, but others struck out on their own looking for a place to belong in a spot where they might have originally known no one. Travels back to visit relatives, who might have been on the other side of the ocean, weren't common. We do know that for some, the pull of a previous home was just too strong. John and Amy Reid, who came to Haliburton in 1871, only stayed a handful of years before returning to England. I often wonder what their first impressions were on arriving in the small village of Haliburton, having come from London, England, a booming metropolis of the Victorian era. Even later generations of their family felt that strong link to their English roots, as we know that their son, John, returned a few times to visit family, though ultimately, he seems to have found his sense of home right here in Haliburton County.

Ultimately, home is about belonging and feeling accepted. This holiday season, I hope you have the opportunity to spend time in places that feel like home and surrounded by people who also give you that feeling of belonging. There's no doubt that home can be people as well as places. In the hectic bustle of the holiday season, I hope you'll also find ways to spread that feeling to include those around you. It might be an invitation, a holiday card, some home-baked treats or even just a smile in the street. Keep an eye open for those who are missing loved ones or may feel far from home this time of year and share some understanding and a listening ear if they need it. Let's make sure that everyone feels a sense of home this holiday season.

Top 10 reasons I wouldn't want Santa's job

I HAVE ALWAYS had a grudging admiration for Santa. He has a tough and important job, and he does it well. There must be some perks too. For instance, I'm sure his fame probably means he gets the VIP treatment everywhere he goes. And he never has to go through customs or airport lineups. Even so, I wouldn't want his job. Here are the top 10 reasons.

STEVE GALEA
Humour Columnist

1. No self control with milk and cookies.
2. Would get fed up with continually having to explain to Mrs. Claus I never kissed anyone's mom.
3. Can't stand driving in blizzards at night.
4. How would you explain deer camp to the reindeer?
5. Could not go on vacation without being mobbed by kids.
6. Seems like he has a lousy business model.
7. Every time you go for a drive, NORAD is tracking you.
8. There's an impersonator hijacking the brand in every mall.
9. His place at the North Pole is too remote for my liking.
10. I'm not much of a letter writer.

December lullaby

There's silence in the Highlands
As if the Shield's asleep
True winter starts to settle in
When snowdrifts bunch like sheep
Whose fleece expands with flurries
As blizzards open cloud
This morning, slopes were barren rocks
Tonight they are endowed

Appointed by the weather
Anointed by the sky
The Highlands thicken softly
December lullaby

Some far-off creature shivers
It bleats a frightened cry
Soon swallowed by the rising wind
Which sends flakes spinning high
Then sideways to the shrouded moon
Which waits to show its face
And gaze upon the frigid land
With gravitas in place

Appointed by the weather
Anointed by the sky
The Highlands thicken softly
December lullaby
Like flocking sheep, the boulders
With powder backs comply
The Highlands thicken softly
December lullaby

Deborah J Reed

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OP-ED

Cultivating peace: A discussion about basic income

JUDY PAUL
Special to *County Life*

In Vancouver, homeless people were given a direct cash transfer with no strings attached. The results may surprise you.

Participants in an innovative study were given one-time cash payments of $7,500, and researchers checked on them over a 12-month period. The University of British Columbia and Foundations for Social Change supported this initiative called the New Leaf Project.

The 115 participants, who were between 19 and 64 years of age, had been homeless for at least six months and were not struggling with serious substance use or mental health issues. A little over half of the individuals were given the cash transfer; the others formed a control group that did not receive any money.

Those who received the money spent fewer days homeless than those in the control group. They had also moved into stable housing after an average of three months, compared to those in the control group, who took an average of five months. During the course of the year, those who received the money retained over $1,000.

"(Receiving the transfer) made me feel important. It's like a silent cheering squad in the back of my mind. I know that the study is meant to help me, so it has helped guide me. They have faith in me so I have faith in myself," said a participant.

On average, cash recipients spent 52 per cent of their money on food and rent, and the remainder on items such as medications, bills, clothes and transportation. Almost 70 per cent of people who received the payments were food secure after one month. Spending on alcohol, cigarettes and drugs went down, on average, by 39 per cent. These results highlight the desire in all of us to live a decent life.

Yet again this Christmas season, some members of our community cannot purchase the food and gifts that go along with the holidays or the warm clothing and fuel that marks the arrival of winter. Local groups work diligently to fill in the gaps, and these actions are necessary in the short term. To find a long-term solution however, we must keep in mind that the essentials of life are human rights. Charity, however generous or targeted, can never replace justice.

A basic income is a just response. It is "an unconditional cash transfer from government to individuals to enable everyone to meet their basic needs, participate in society and live with dignity, regardless of work status,"read a statement from Basic Income Canada Network.

Like the above study, the Ontario basic income pilot confirmed that the extra money participants received resulted in positive outcomes. Pilot participants reported better physical and mental health, increased social and community engagement, greater participation in work, and better housing.

Pilot programs around the world demonstrate the effectiveness of a basic income at eliminating poverty, reducing inequality and increasing community well being. Working age adults need the security of a basic income.

Haliburton is a generous community. Can we take that caring sentiment and extend it to include a federally funded basic income? In this way we ensure that all citizens have the financial resources to live with dignity. When everyone participates in our local economy and feels a sense of belonging, we all benefit.

Some dismiss basic income as a utopian idea. The abolition of slavery, the end of child labour, and the vote for women, were at one time considered utopian.

Despite setbacks and evidence to the contrary, I am inspired by the words of civil rights activist Martin Luther King Jr.; "The arc of the moral universe is long, but it bends towards justice."

Calm before the storm
A fiery sunrise lights up the sky before a snowstorm. /Submitted by Guenter Horst

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The staff of the Haliburton Echo, Minden Times and County Life would like to thank all our Essential Workers who continue to work tirelessly to keep our communities safe, not only through the holiday season but throughout the year.

Merry Christmas & Happy New Year!

Paul Banelopoulos
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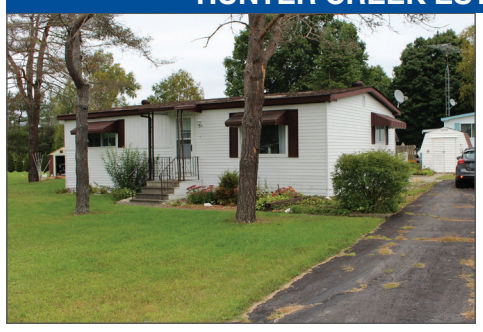

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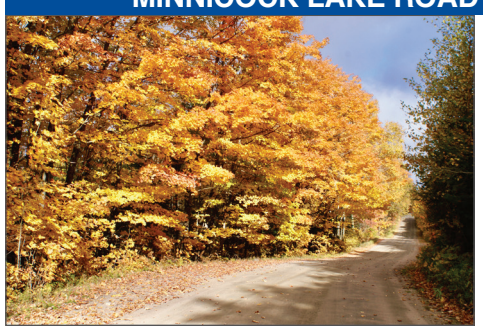

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The coat

CHRIS DROST
County Life Staff

This is the time of year when some people like to take stock of their life and the important people who have made it all that much richer. I am one of the fortunate ones. My grandparents were the stereotypical warm and loving people that you often see in Hallmark movies.

There was always a bowl of Christmas humbug candies on their kitchen table. A visit for dinner meant being able to choose whatever kind of homemade pie you wanted.

My grandmother collected the foil that was inside packages of tea at the time, and they drank a lot of tea. She wouldn't hesitate to bring out the foil, tape, glue and scissors, along with other decorative items, to make whatever art project I wanted to create. She hung those creations on her kitchen wall for years, actually until I was all grown up and married.

I was born the youngest in a line of eight grandchildren on my paternal side. My grandfather retired the year I was born. Each year of my childhood, my grandparents seemed to spend a great deal of their time trying to work out how they could help or make things easier for each one of us. One of my older cousins needed a new washing machine, and so they came to the rescue, ordering a new one with the discount they received at the T. Eaton Company because of my grandfather's long years of service there as a gold stamper. Another cousin, needed a place for her fiancé to stay while he finished university. My grandparents offered up their upstairs room. They were always there for each one of us.

I never really wanted for anything, although I came from a very modest home, but when my husband and I bought our first home, we were more than a little strapped for cash. Those were the days in the early 80s when interest rates were 13.5 per cent.

I remember being concerned that I needed a new winter coat. I had started a job in downtown Toronto and could not wear the cast off from previous years. I don't remember now how my grandparents found out, maybe my dad told them, but the next thing I knew they gave me the money to buy a beautiful wool coat. It was navy blue, double-breasted, and midi length, the fashion of the day. I added a red scarf to it and I will always remember how good I felt wearing it. It was good quality wool and so it lasted for years. I never wore it without feeling grateful for having loving grandparents who did not want to see me go without.

Now, at this stage in life, I can understand how my grandparents felt. I have long since learned that the joy is not in receiving, but in giving.

Whatever way you celebrate this holiday season, or whether you do at all, I hope you get to spend some special time with family and friends.

The sun illuminates frosted tree branches. /Submitted by Michael Rayias

Earthworms: Friends or foes?

CAROLYN LANGDON

Haliburton County Master Gardeners

I recently had a chance to peruse a copy of *Flora of Kawartha Lakes*, a book that was 14 years in development. Two thirds of the book is compiled of a list of plants, and the other third is devoted to fascinating content about the geological history of the region and the vegetation that adapted to various conditions. There are references to the Canadian Shield and the Haliburton Highlands, so I highly recommend this book for the gardener or naturalist on your holiday shopping list.

I stopped in my tracks when I came to the section about earthworms, and read about their destructive effects on the bird population and on native species of trees and plants. I had been taught that the earthworm is a friend of the soil. I couldn't have been more wrong.

Reprinted here with permission from Hawk Owl Publishing and the authors Dale A. Leadbeater and Anne M. Barbour is the myth shattering truth about earthworms from Flora of Kawartha Lakes.

"Earthworms? But everyone said they were good for the soil? And that would be true if you were trying to put air back into heavy clay loam soil that had been compacted by too much ploughing, too many crops demanding too much fertilizer and pesticides.

But in native Ontario forest soils, accumulation of organic material, biological mixing, decomposition and weathering, produced soils that are naturally aerated. Ontario, having emerged from the glaciers so recently, has no native earthworms in any abundance. All that worm-picking you did as a kid - all hitchhikers from Eurasia. As settlers moved in, they brought the earthworms with them. The density of introduced earthworms decreases the farther you get from human habitation, but we can never escape them.

If you walk out into the forest at night in the spring and just listen, you can hear the earthworms gathering the duff on the forest floor (the litter composed of decaying leaves and small detritus). You are hearing them corral the organic material into "bird-nests" or more correctly, food caches. They consume the organics and shift the soil dynamic toward minerals reducing the capacity of the soil to store carbon. The reduction in organic material may even be making soils more difficult for burrowing and burying insects to excavate.

In addition, removal of the duff changes the conditions under which native plant species germinate. These low-organic, duff-less surfaces are ideal germinating conditions for invasive species such as Norway Maple and are hostile to our native oaks, beech and maples.

This is especially true in hardwood forests that are the preferred habitat for Ovenbird (Seiurus aurocapilla), a ground nesting species that relies on native ground cover to hide their nests and shelter their young. Research has shown that invasion by earthworms can reduce Ovenbird density by as much as 25 per cent in maple-basswood woodlands. Other species: Hermit Thrush (Catharus guttatus), Black-and-white Warbler (Mniotilta varia) and Veery (Catharus fuscescens), don't seem to be as sensitive, nor was the correlation detectable in other forest types dominated by Red Oak, White Birch and aspen (Scott, 2012). But Ovenbird? Declining in Ontario.

While their effect on changing the composition of the forest floor is still under scrutiny, earthworms are guilty of carrying nematodes: tiny little worms that can have nasty habits. One such, known as Gapeworm (Syngamus trachea or Cyathostoma sp.), are found within earthworms fed to chicks, subsequently infecting the trachea and asphyxiating the birds. Evidence suggests that Ruffed Grouse (Bonasa umbellus), Loggerhead Shrike (Lanius ludoricianus), Wild Turkey (Meleagris gallopavo), meadowlarks (Sturnella spp.), American Robin (Turdus migratorius), Common Grackles (Quiscalus quiscula), Blue Jays (Cyanocitta cristata), European Starlings (Sturnus vulgaris) and crows (Corvus spp.) can all be affected. There is evidence that some bird species within the interior of the forest fledge younger because the density of earthworms declines from the edge and infection is reduced."

Flora of Kawartha Lakes. An Illustrated Checklist of the Flora of the City of Kawartha Lakes (2021). By Dale A. Leadbeater and Anne M. Barbour. Plant Portraits by John J. Vandenberg. Hawk Owl Publishing, Newcastle, ON.

Available from Friends of Algonquin Park, Algonquin Park Visitor Centre or on-line at store.algonquinpark.on.ca/cgi/algonquinpark, Hawk Owl Publishing www.hawkowlpublishing.ca and the Royal Ontario Museum Gift Shop. All proceeds are used to support conservation in Ontario.

Haliburton County Master Gardeners is a volunteer organization that provides horticultural advice specific to Haliburton and surrounding regions. HCMG is booking property consultations for spring/summer 2023, a perfect gift for the gardener/naturalist on your list. Schedule an on-site consultation at www.haliburtonmastergardener.ca.

The Trumpeters have returned

CLEM GROB
Special to *County Life*

Each year, residents of Haliburton and Minden have the chance of seeing the majestic Trumpeter Swan – but it hasn't always been this way.

Historically, Trumpeter Swans were an abundant species across Ontario, until extensive hunting and harvesting in the 1800s brought populations down tremendously. In 1886, the last Trumpeter Swan in Ontario was shot at Long Point, and just like that, Trumpeter Swans were an extirpated species.

The introduction of the Migratory Bird Act of 1918 enforced protection of these birds in their remnant populations in the U.S., which had dwindled down to a critically endangered population of less than 70 individuals in the wild. Thanks to reintroduction efforts, the populations have since been increasing and returning to their historical range, including Alaska and Western Canada.

However, in the late 1900's, Ontario still lacked the majestic Trumpeter that it once had; they had not returned here. Ontario began efforts to reintroduce the Trumpeter Swan in 1982, starting with Alaskan eggs. These eggs were hatched and offspring were raised in large ponds until 1988, when they were ready to breed. They were then taken to Wye Marsh in Midland, Ontario to begin breeding in the wild.

Tumpeter Swans were spotted on Kashagawigamog Lake. /Submitted by Jill Moulton

After several years of efforts and waiting for offspring to reach maturity, the first female offspring successfully returned to Wye Marsh in 1993 to nest in the wild. This female was known as "Pig Pen," and she nested for many years at Wye Marsh, with at least 70 known descendants (and likely closer to 200).

Thanks to Pig Pen and other reintroduced Trumpeter Swans, Ontario's population has increased to about 3,000 birds, and their conservation status has returned to "Least Concern" after over 100 years.

Ed Poropat, a retired biologist in Haliburton County, has been watching the return of Trumpeter Swans to the county since their reintroduction to Ontario. "We went from seeing one or two birds 10 years ago to 25 in Sandy Bay the other day," Poropat said. "2013 was a boom year, and the first year we had them on our Christmas bird count," he added. "They've returned to the area most years since then."

Trumpeter Swans are typically seen in the colder months, overwintering near river mouths where the water doesn't freeze over. Some local traditional wintering areas for Trumpeter Swans include Gull Lake, Horseshoe Lake, Boshkung Lake and Moore Falls, where Poropat has seen birds spend the winter.

Poropat suspects that some of these birds are not only overwintering, but also breeding in the county. Although summertime breeders have not been documented in the area yet, he suggests that "the high proportion of young, untagged Trumpeters seen in the region begs the question that there are some [year-round] local birds." The breeding season is also a time of year when the birds can be very elusive and protective of their nest.

If you are eager to see Trumpeter Swans, be aware of other similar looking white swans. If you see a large white bird with an orange beak, it is a Mute Swan. "Mute swans are really rare here, one bird overwintered for several years at Green Lake in Guilford in the 1980s," Poropat said.

Another look-alike is the Tundra Swan, which has more subtle differences to the Trumpeter Swan; both of which are white birds with black beaks. Tundra Swans have a small yellow spot in the corner of their eye, and the top of their head has a slightly concave profile. Trumpeter Swans are larger, and their head has a flat profile. According to

see page 13

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At one point, Trumpeter Swans were near extinction. Due to diligent care and preservation, they started being spotted in the Minden area in 2013, and have been observed nearly every year since. /Submitted by Ed Poropat

from page 12

Poropat, Tundra Swans are a rarity as well; "last fall was the first time to see a Tundra Swan in Haliburton county," he said. This was a single bird that overwintered with a flock of Trumpeters.

Despite the return of Trumpeter Swans to the county, populations are still recovering and continue to be protected. One of the leading causes of death to Trumpeter Swans is lead poisoning from fishing equipment, including sinkers that the birds mistake for pebbles and consume.

Excess carbohydrates in the diet is thought to cause Angel Wing Syndrome, where the flight feathers develop incorrectly and deems the bird flightless for life, posing as another threat to Trumpeter Swans. "Anglers should be mindful of using lead tackle, and avoiding feeding the birds, especially bread," said Poropat.

Poropat encouraged residents to document any Trumpeter Swan sightings on eBird, a free site that can be accessed at ebird.org/submit. Some Trumpeter Swans have yellow wing tags with a three letter code that can be documented with their sighting. By recording this information, residents add to a large dataset that helps researchers track the recovery of Trumpeter Swans throughout Ontario.

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Legion Events

Branch 129 Haliburton

Mondays: Bridge every Monday at 1 p.m. Schofield Room.
Tuesdays: League darts starting at 7 p.m.
Wednesdays:
Bid Euchre 1 p.m. start – Main Hall.
Bingo doors open at 6 p.m.
Bingo starts at 7 p.m. $500 Jackpot - $1000 Jackpot - last Wednesday of the month
Thursdays: General Meeting third Thursday of the month, starting at 7 p.m. All members urged to attend.
Ladies Auxiliary last Thursday of the month at 1 p.m.
Fridays: Meat draw has five draws, five prizes each draw, first draw at 4:30 p.m., last draw at 6:30 p.m. Tickets are $2 per draw. Ed Pickard, MC.
Friday fun darts from 4:30 p.m. and onwards.
Saturdays: 50/50 Draw 4 p.m. draw – tickets are $1 each available in the Clubroom.
Whether you're planning a function for 10 or 200, for more information call the Legion today at 705-457-2571, email rcll129@outlook.com or visit haliburtonlegion.com. Come on out and support Haliburton Legion Branch 129 ... everyone is welcome!
Club room hours: Mon. 3 to 6 p.m., Tues. 3 to 9 p.m., Wed/Thurs. 3 to 6 p.m. Fri. 3 to 7 p.m. and Sat. 3 to 6 p.m.

Branch 636 Minden

Monday to Thursday Lunch 11 a.m. to 2 p.m. with regular menu and daily special including Liver Lovers' Tuesday.
Friday Fish & Chips & Wings. Lunch 11a.m. to 2 p.m. and Dinner 4 to 7 p.m.
Saturday All Day Breakfast 9 a.m. to 2 p.m. with Meat draws at 11:30 a.m.
Call ahead any day for take-out: 705-286-4541
Weekly Activities:
Karaoke every second Friday
Monday: Rug Hookers every second week
Tuesday: Euchre 1 to 3 p.m.
Thursday: Cribbage 1 to 3 p.m., Darts 7 to 9 p.m. and Euchre 7 to 9 p.m.
Schedules are subject to change without notice, so contact each Legion for updates.

Wilberforce

Thursday, Dec. 22: 2 to 6 p.m. HHHS Social Rec. 10 a.m. to 1p.m.
Friday, Dec. 23: 2 to 9 p.m. No dinner
Sat.,, Dec. 24: 2 to 6 p.m. Meat Draw 3 p.m.
CLOSED until Jan. 1, 2023
Everyone welcome!!
If you are planning a function for social or other event providing our guidelines/conditions are met, please feel free to contact us at 705-448-2221.
Friday dinners are in jeopardy due to lack of volunteers. Janice S needs to step back so if interested please reach out ASAP to help. Young people come out and show the elders how it's done!!

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WWW.HUSKIESHOCKEY.CA

Friday, Dec. 30 @ 7 p.m.
vs Mississauga Chargers

Saturday, Dec. 31 @ 2 p.m.
vs Aurora Tigers

Saturday, Jan 21 @ 4:00 p.m.
vs Lindsay Muskies

For more more information please visit our website

Nature in your backyard

County Life welcomes photo submissions depicting life in the Highlands. Email vivian@ haliburtonpress.com. Please ensure images are high resolution - 200 dpi, 10 inches at its longest edge.

A fisher cautiously moves ahead. /Submitted by Tammy Nash

A squirrel cleans its paws against a snowy background. /Submitted by Tammy Nash

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Community Events

Send your event listing to classifieds@haliburtonpress.com

Haliburton Highlands Writer's and editor's Network
When: HHWEN regular meeting the third Thursday of every month. Starting Dec. 15 from 1 to 3 p.m.
Where: Minden Library, Rotary Room, 176 Bobcaygeon Rd., Minden.
Gather and meet members, read stories, general news.
Contact Kay Millard,Secretary HHWEN, 705-286-6635

Leon's

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Brad and Julie Wilkinson emphasize, "With the aftermath of Covid-19, the prices continue to increase due to the inflation hike and logistic surcharge with current fuel prices." "We found the only way to keep prices affordable for our customers, is to increase our buying power." "In order to accomplish this, we decided to merge with Leon's Furniture Cornwall.
"Also, due to the current and ongoing supply chain issues, with this merger of two Leon's, the inventory availability gets optimized by double." Brad and Julie Wilkinson welcome Lincoln Soma and James Zang who currently own Leon's Furniture Cornwall as the new owners of the Bancroft Leon's to serve our community.
Brad and Julie have agreed to continue to operate the store and serve the community as usual with warm heart while the two-stage expansion is taking place. "It's a transition", Julie says, "and one that is needed for the growth." The delivery area and customer base will extend into Petawawa and Pembroke, Ontario. The entire staff at Leon's Bancroft are very excited to bring you this news and welcome you into the store to see the work in progress.

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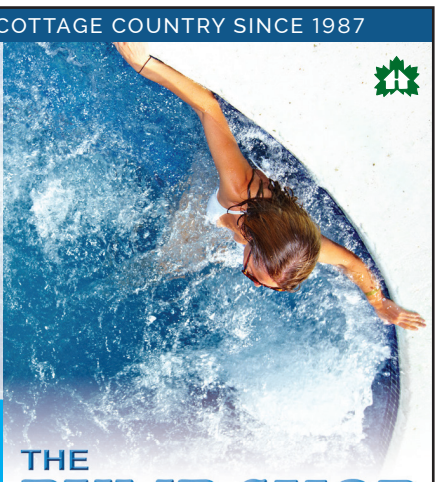

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SUBMIT COVER LETTER AND RESUME TO:
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Haliburton Highlands Health Services has a need for Full-Time, Part-Time (Permanent and/or Temporary) and Casual staff for the noted classifications below.

RN's and RPN's are expected to be available for both Minden and Haliburton Hospital locations. In addition, opportunities are available in our two Long Term Care facilities, Hyland Wood and Hyland Crest.

Registered Nurses earns $34.24 /hr - $49.02/hr and is responsible for providing comprehensive care to patients, with predictable and unpredictable outcomes who may or may not be clinically stable. The successful candidate will possess a diploma/degree in Nursing and a current Certificate of Competence from the College of Nurses of Ontario. Previous acute care practice is preferred; previous emergency department or specialty department experience of 1 year or more is preferred. Recent experience is preferred. **Temporary housing accommodation will be provided by HHHS.**

Registered Practical Nurses earn $30.89 - $31.48/hr and provide client care in accordance with the Professional Standards of the College of Nurses of Ontario. She or he, as a member of the health care team, has a significant role in promoting health, preventing illness, and helping clients attain and maintain the highest level of health possible in situations in which a client's condition is relatively stable, less complex and the outcomes of care are predictable. RPN's must have a diploma in Nursing, a Current Certificate of Competence from the College of Nurses of Ontario, current BCLS. Must have a demonstrated knowledge of RPN scope of practice, excellent organization and prioritization skills and an ability to fully communicate in English.

Personnel Support Workers earns $22.48 - $25.20/hr and provide resident care in relation to activities of daily living. PSW's help residents attain and maintain the highest level of health possible in situations in which a resident's condition is relatively stable, less complex and the outcomes of care are predictable. Successful completion of Personal Support Worker program which meets one of the following:
The vocational standards established by the Ministry of Training, Colleges and Universities,
The standards established by the National Association of Career Colleges, or
The standards established by the Ontario Community Support Association; and
Must be a minimum of 600 hours in duration, counting both class time and practical experience.

Interested: Submit your application and resume to:

Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609

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The Haliburton Echo and *Minden Times* are seeking a

Part-time Graphic Designer

to join our award winning newspaper team.
The successful applicant will be organized, work well under pressure, and must be detail-oriented. Experience in newspaper ad design and layout would be an asset. Adobe InDesign and Photoshop is a must.
Working remotely will be considered with the right candidate.

Please send resume to Publisher
David Zilstra by Dec. 21, 2022
david.zilstra@haliburtonpress.com

HALIBURTON HIGHLANDS HEALTH SERVICES
Leaders in Innovative Rural Health Care

ACUTE CARE NURSE PRACTITIONER

POSITION DESCRIPTION:
Reporting directly to the Chief Nurse Executive and with a matrix report to the Clinical Manager, Acute Care and ED, the Acute Care Nurse Practitioner (NP) is a registered nurse in the extended class who holds a Master's degree in Nursing with expertise in one or more clinical nursing specialties. In keeping with Haliburton Highlands Health Services (HHHS) mission, vision, and values, the NP is responsible for working together with the interprofessional team toward development, implementation, and evaluation of patient plans of care, and uses advanced knowledge, skill, and judgment in providing care and solutions for complex health-care issues for a specified patient population. In this role the NP works in collaboration with the MRP to provide comprehensive care to our acute medical inpatient population. The NP participates in the on call rotation with hospitalist back up support.

The NP utilizes a holistic approach that is grounded in evidence with an emphasis on health promotion and illness/injury prevention. The role includes direct comprehensive patient care including advanced assessment, diagnosing, prescribing, ordering, and interpreting lab, radiology, and ultrasound tests as per defined regulations and legislated scope of practice.

In addition to direct clinical care, the NP plays a leading role in the development and implementation of applicable clinical guidelines and protocols, promotes the use of research and evidence-based practice, provides expert support and consultation, and facilitates system change. The NP is committed to lifelong learning and is committed to promoting, leading, and contributing to the learning of others.

QUALIFICATIONS:
- Master's Degree in Nursing required
- Registration with the College of Nurses of Ontario in the Extended Class (RN(EC))
- NP adult preferred, or a combination of Primary Health Care Nurse Practitioner Certificate and previous relevant hospital experience
- Minimum three years' experience.
- Gerontology Nursing Certificate GNC(C) preferred
- Emergency experience an asset
- Relevant professional and specialty organization membership(s) (e.g., RNAO/NPAO) preferred
- Current Basic Cardiac Life Support (BCLS) Certification
- Demonstrates behaviors consistent with HHHS core values
- Demonstrated critical thinking and decision-making skills
- Excellent assessment, planning, organizational, problem solving, communication, teaching, time management and evaluation skills
- Excellent verbal and written communication skills
- Excellent interpersonal skills and ability to work effectively with patients, families, and all members of the interprofessional team
- Accomplished change agent
- Enhanced patient-centered care practices
- Teaching experience in classroom and clinical settings.
- Demonstrates understanding of, compliance with, and commitment to patient safety responsibilities and corresponding hospital plans, policies and procedures, to ensure a healthy and safe work environment

SUBMIT COVER LETTER AND RESUME TO:
Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609

PLEASE QUOTE JOB NUMBER: **2022-96**

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation due to a disability. Information received relating to accommodation needs of applicants will be addressed confidentially.

HALIBURTON HIGHLANDS HEALTH SERVICES
Leaders in Innovative Rural Health Care

Full Time Assistant Director of Care and Infection Control Program Lead

Minden, Ontario

Organization Background:
At Haliburton Highlands Health Services (HHHS) we strive to be leaders in innovative rural health care, working closely with local and regional partners to promote wellness and provide access to essential services. HHHS manages two Long-Term Care facilities – Hyland Crest in Minden (62 bed home) and Highland Wood in Haliburton (30 bed home) – that provide high-quality care for those no longer able to live at home. We are pleased to share that we have a new ADOC/IPAC Lead role in our Hyland Crest LTC Home in Minden. Wages are commensurate with experience and education.

Our dedicated team of health care professionals are guided each and every day by our core values of Compassion, Accountability, Integrity, and Respect.

Position Summary:
The Associate Director of Care and Infection Control Program Lead (ADOC/IPAC Lead) reports directly to the Administrator/ Directors of Care and are responsible for providing program management and leadership to the infection prevention and control (IPAC) program (practices and protocols) to ensure regulatory compliance and implementation of clinical and non-clinical care standards and best practices in accordance with the Fixing Long-Term Care Act, 2021 and ON Regulation 246/22.a. This position also provides both clinical and administrative support to the team and is responsible for coordinating risk management and quality improvement activities by fostering a culture of continuous quality improvement with a focus and emphasis on residents, and safety. The incumbent provides leadership and support for quality and risk-related initiative within HHHS.
The ADOC/IPAC Lead will advise on educational content to be provided to staff at orientation and through ongoing training with a primary focus on clinical practice. The ADOC/IPAC Lead is accountable for assisting with the management of quality nursing care and services within the home. They will work with the multidisciplinary team supporting and mentoring all departments.

Qualifications:
- diploma or BScN degree from an accredited college or university program
- minimum 5 years of active Nursing Experience, with a minimum of 2 years' experience in the long-term care sector.
- Completion of IPAC Canada endorsed course and Certification in Infection Prevention and Control through IPAC Canada required within three (3) years of hire
- A minimum of 1 years' experience involved in infection prevention education or project work
- Experience performing activities that are client centered, while incorporating Quality Improvement Principles
- Current registration with the College of Nurses of Ontario and proof of annual CPR Certification
- Knowledge of and demonstrated ability in analysis, measurement and evaluative methods, facilitation and presentation skills
- Demonstrated experience with best practice guidelines
- Demonstrated experience with the promotion and implementation of clinical best practices
- Knowledge of the legislation, guidelines and regulations as they relate to the position and responsibilities of the Long Term Care Sector.
- Knowledge of, and demonstrated ability in corporate core competencies including customer service, communication, team work, initiative/self-management, accountability, flexibility and adaptability.
- Ability to deal cooperatively and effectively with all levels of staff, unions/employee/client groups and ability to foster cooperative/collaborative working relationships.
- Ability to travel to off-site locations in a timely and efficient manner, as required.
- Ability to work outside regular business hours, including evenings, nights and weekends, as required.

SUBMIT APPLICATION AND RESUME TO:
Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON, K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609

400 EMPLOYMENT OPPORTUNITY

ADMINISTRATOR/DIRECTOR OF CARE, HYLAND CREST

Minden, Ontario

The Administrator/Director of Care is responsible for the managerial and clinical oversight of the LTC Home providing leadership, direction and technical support to departmental staff consistent with HHHS values, policies, and procedures and legislative requirements. Ensures employee compliance with adherence to standards of quality, infection control, occupational health, professional practice and emergency procedures in support of the provision of high-quality, safe and efficient resident care. As a member of the management team, communicates the organizational vision, strategic goals and objectives and participates in the establishment of annual operating plans. Manages the human, fiscal and capital needs within allocated resources. Completes departmental schedules in compliance with applicable collective agreements and monitors workflow. Ensures all health and safety measures required by applicable legislation are followed and all reasonable precautions are taken to protect the health and safety of our workers and residents. Responsible for intervening when issues are brought forth as well as identifying, managing and reporting any concerns or issues. Liaises with unions, families, residents, volunteers and other internal and external partners as required.

QUALIFICATIONS:

- BScN degree and current registration with the College of Nurses of Ontario
- Minimum of 3 years' experience working in a managerial capacity in a Health Care setting, preferably Long-Term Care (LTC)
- LTC Administrator and DOC course or completion within one year
- A minimum of 5 years' experience working as an RN in a LTC environment
- Excellent critical thinking and problem-solving skills
- Knowledge of and demonstrated ability in analysis, measurement and evaluative methods, facilitation and presentation skills.
- Demonstrated experience with the promotion and implementation of clinical best practices
- Excellent interpersonal skills and ability to work with administration, the management team, the Board of Directors, charge nurses, staff, physicians and community stakeholders
- Knowledge of the legislation, guidelines and regulations of the Long Term Care Act(s)
- Demonstrated commitment to continuing education
- Wages are commensurate with experience and education.

SUBMIT APPLICATION AND RESUME TO:

Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON, K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609

MANAGER, FINANCE DEPARTMENT

REPORTS TO: VP Support Services & CFO
STATUS: Temporary - Full-time (1.5 years)
SHIFT: Days
COMPENSATION: Commensurate with Experience
UNION: Non-Union
AVAILABLE TO: Internal & External Candidates

As innovative leaders in rural health care delivery, Haliburton Highlands Health Services (HHHS) offers the spectrum of services with the goal of achieving improved local access to health services and quality of care for patients, residents and clients. HHHS promotes wellness and provides high quality health services including Primary Care, Hospital Care (Acute In-patient and Emergency Care), Long-term Care, End-of-Life Care, Mental Health and Addictions Care, and an array of Community Support Services. New investments in community programs, including a Geriatric Assessment and Intervention Network (GAIN) Team, a Palliative Care Community Team, Assisted Living Services for High-Risk Seniors and a Community Physiotherapy Clinic are all focused on supporting the residents of the Haliburton Highlands to stay healthy in their homes for as long as possible.

POSITION DESCRIPTION:
Haliburton Highlands Health Services (HHHS) has an exciting opportunity for a highly motivated, self-starting individual with strong accounting, managerial and organizational skills to join the team as the Finance Manager. This position will be responsible for accounts payable, accounts receivable, general ledger, budgeting, audit, costing, financial reporting and analysis, in addition to hiring, evaluating and mentoring staff in Finance and Payroll departments.

QUALIFICATIONS:
Working closely with the VP Support Services & CFO, the Manager will ensure the completion of accounting functions according to Generally Accepted Accounting Principles and Public Sector Accounting Standards. To achieve this, the successful candidate must possess:

- Post-secondary diploma or degree in Finance or equivalent.
- Professional Accounting Designation – CPA,CA/CMA/CGA.
- Minimum of 3 years recent managerial experience in accounting, preferably in the healthcare environment.
- Demonstrated expertise in accounts receivable, accounts payable, payroll, audit and general business office and finance processes.
- In-depth knowledge of financial analysis/reporting and accounting principles and practices.
- Excellent working knowledge of financial systems as well as spreadsheet, database and word processing applications. Experience with Microsoft Office Suite, Microsoft GP Dynamics Financials, Quadrant QHR Payroll, EPIC, and Point Click Care would be an asset.
- Excellent organization, communication, and interpersonal skills.

SUBMIT RESUME TO:

Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON, K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609

PLEASE QUOTE JOB NUMBER: 2022-98
DEADLINE FOR APPLYING:

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation. Information received relating to accommodation needs of applicants will be addressed confidentially.

Leader, Quality, Patient Safety and Risk Management

POSITION DESCRIPTION:
Reporting to the Vice President, Clinical and Community Programs and Chief Nurse Executive, the Leader, Quality, Patient Safety and Risk Management has a critical and practical role responsible for achieving the organization's goal of excellence in service delivery to its patients and clients by providing the operational leadership and support for quality improvement, patient safety, risk management, patient relations processes, and policy procedure oversight.

Working on behalf of the Executive Leadership Team, this position provides support for and direction to the Operational and Clinical Leadership teams for managing the development and implementation of policies and processes to integrate quality improvement, patient safety principles, Accreditation standards, evidence-based practices / best practice standards and risk management strategies in the operation of the hospital, community, and long-term care services to support HHHS to achieve its quality and patient safety goals. In addition, the position supports the development and implementation of the organization's Quality Improvement Plans, Balanced Scorecards, leads Accreditation preparation and related activities across the organization, provides leadership for the policy management system, and works collaboratively with the Leadership team to support emergency management and preparedness.

- Promotes a culture of patient safety and continuous quality improvement, and facilitates the integration of quality improvement initiatives and best practice standards that can be monitored and measured using reliable and valid data; builds organizational capacity for patient safety and quality improvement.
- Provides leadership in the development, implementation, and evaluation of quality improvement processes and programs to continually improve the provision of patient/client/resident care.
- Supports Quality Reviews as needed within the organization and the local region.
- Supports Management and Executive Leadership teams, and the Chief of Medical Staff to develop and execute local quality improvement priorities and ensures that strategic information, quality improvement, and performance measurement initiatives are linked to strategic and operational priorities and activities.
- Works collaboratively with Managers, staff, and physicians to promote all domains of quality (including effectiveness, efficiency, accessibility, accountability, and sustainability, etc.) in clinical and operational processes and provides leadership and support for quality reporting to the Executive Leadership Team, Board of Directors, and relevant government bodies.
- Leads the organization's Accreditation preparation and processes, and ensures compliance with national Accreditation standards; works collaboratively with the Leadership team to embed Accreditation standards into organizational policies, procedures, processes, and practices.
- Works collaboratively with the HHHS Professional Practice Leader / Educator to implement best practice standards and guidelines.
- Leads the implementation and ongoing process of the HIROC Risk Registry across the organization.
- Maintains fiscal accountability by collecting and monitoring necessary fiscal and quality data, analyzes data appropriately, initiates and implements methods of cost containment in relation to the service/area, and justifies expenditures.
- Provides leadership and development support for identification of performance indicators across the continuum of care and provides consultative services regarding an array of quality methods used in high performing organizations (including Lean principles, concepts, tools, and methods).
- Supports program and department managers to analyze current trends and data in support of quality improvement and patient safety.
- Performs other related duties as assigned.

QUALIFICATIONS:

- Required: Regulated Health Professional Undergraduate degree
- Master's degree in a health-related discipline is preferred
- Minimum 5 years of experience leading healthcare or hospital-based quality and patient safety projects with demonstrated leadership in the areas of Quality Improvement, Patient Safety, Risk Management, and the Accreditation Canada process preferred
- 3 years of progressive career experience demonstrating successful outcomes on a variety of quality performance indicators
- Program Planning and Project Management training and experience is considered an asset
- Healthcare Risk Management Certification is considered an asset
- Patient Safety and /or Patient Experience Certification/program completion is considered an asset
- Expert knowledge of quality and safety with the ability to introduce innovative approaches to change
- Sound knowledge of quality improvement methodologies, patient safety methodologies, service design, data management and reporting, and patient engagement Demonstrated ability to successfully lead a portfolio of projects simultaneously
- Excellent analytical, problem-solving and decision-making skills with the ability to identify trends, establish benchmarks, as well as provide credible analysis and recommendations
- Self-directed strategic thinker bringing new approaches to quality and safety, service innovation, and performance management
- Excellent communication and interpersonal skills; experience working both independently and in a team-oriented, collaborative environment is essential
- Excellent leadership skills with the ability to coach, mentor and motivate
- Expert in stakeholder management, with the ability to forge and maintain strong internal and external stakeholder relationships
- Demonstrated working knowledge of spoken and written English, with strong written and oral presentation skills
- Satisfactory police check for vulnerable populations
- Demonstrated good attendance and performance records with the ability to maintain these same standards
- Demonstrated ability to function effectively in a highly-dynamic, fast-paced, continually-changing environment.
- Must be familiar Microsoft Suite (i.e., Word, Access, and Excel).
- Physical ability to perform the duties of the position.

SUBMIT COVER LETTER AND RESUME TO:

Human Resources
Haliburton Highlands Health Services
Box 115, Haliburton, ON K0M 1S0
E-mail: hr@hhhs.ca
Fax: 705-457-4609

PLEASE QUOTE JOB NUMBER: **2022-89**

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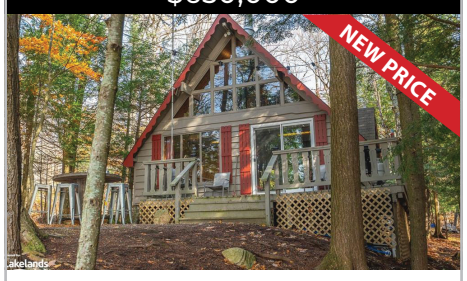

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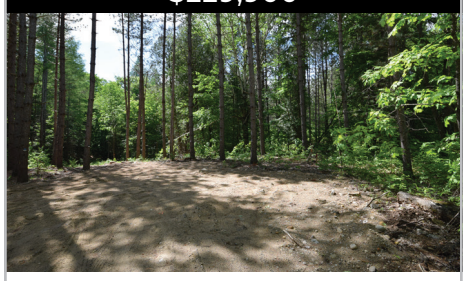

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My husband and I were extremely happy with the service we received from Linda and her whole team. We had a successful open house and many showings. This dynamic team never stopped working for us. Thank you to all of you!!!

- Don & Brenda Tickner

FROM OUR HOME TO YOURS, WE WISH YOU A SAFE AND HAPPY HOLIDAY SEASON.

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